

# **Rules of the Net**

In our business the network is everything. Accordingly we need to establish some rules for how we operate “in the net”. These rules of the net signify a new way of engaging with each other - our customer the Fleet, our stakeholders and with each other. I believe these rules represent the essence of who we are and how we’ll work together in the future.

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## **1. Earn trust**

- keep your promises
- this is a quality that cannot be acquired - it must be earned

## **2. Build on integrity**

- self-knowledge - know your strengths and weaknesses - never lie to yourself
- candor - dedication to honest thoughts and actions - recognize the legitimacy of different opinions
- maturity - achieve thru dedication, observation, and working with and thru others successfully and honestly

## **3. Be part of a team:**

- team with all parts of SPAWAR to improve our product
- serve each others needs
- there are no boundaries - have the self confidence to involve the customer and stakeholders

## **4. Think**

- use a process driven approach to problem solving
- recognize that everything is part of a system
- innovate and learn - always

## **5. Be agile - by combining core competencies we can:**

- undertake more complex or larger tasks
- exploit new trends faster
- increase speed by having teams work concurrently
- manage risk
- lower costs by sharing infrastructure

## **6. Share information**

- exploit the power base of information – zero tolerance for holding information
- ask questions until all are on the same sheet of music
- communication is the key success

## **7. The Fleet defines a job well done**

- anticipate what the Fleet considers value

## **8. Set stretch goals**

- balance risk and speed
- use results oriented plans, not success oriented plans
- reward progress
- understand accountability and commitment

## **9. See change as opportunity, not threat**

- believe you can change the world

## **10. Have a passion for excellence:**

- love what you do
- hate bureaucracy (challenge rules or processes that slow execution or fail to add value)

## **11. Enjoy the journey**

- if we're not having fun then we're not doing it right!